

Inclusive Leadership Executive Briefing

Leading your organization's diversity and inclusion effort.



Overview

As the proven business benefits of having a more diverse and inclusive organization are increasingly brought into focus, many organizations are refining their diversity and inclusion policies and bringing them to the forefront of their business strategies. This includes ensuring structural talent practices and processes fairly represent all talent, while embarking on programs to build inclusive behaviors consistently into the day-to-day culture of their organization.

With organizational structures and processes in place, the responsibility of creating and sustaining an inclusive culture lies with all employees. But executive leaders have a unique and key role to play as organizational role models.

Leaders must move along on their own inclusive leadership journey while inspiring and guiding the people in their organizations. To do this, they must identify their personal value message around why creating a more diverse and inclusive organization matters and undertake their own development from reflection and self-awareness to build their own inclusive leadership muscles.

Korn Ferry's Inclusive Leadership Executive Briefing helps leaders understand these core principles of leading a more diverse and inclusive organization, and develop a plan for modelling their support and alignment to the firm's diversity and inclusion initiatives.

At a glance:

Program summary:

- A facilitated two- to four-hour in-person session to provide executives with a foundational understanding of inclusive leadership concepts and approaches.

Who should attend:

- Executives and senior leaders.

Program outcome:

- Senior executives will be able to better understand the importance of their role in building an inclusive organization. They will learn how to model and communicate their personal commitment to embedding inclusion through their own words and actions.

Languages:

- English, translations available.

Session details

Participants will leave with:

- **The business case:** An understanding of how diverse and inclusive organizations outperform the competition.
- **Dimensions of diversity:** An understanding of the dimensions of diversity that make each of us unique.
- **Expanding organizational capability:** How to create more go-to performance across the organization.
- **Bias and its impact:** Increased awareness of how assumptions can inform how people are treated and in turn how they perform.
- **Leading the effort:** A commitment to how they will lead the effort through role-modelling and communication.

Program format:

- Two- to four-hour facilitated discussion by a experienced executive facilitator using insight tools, self-reflection and action learning.

Learning methodologies:

- Individual reflections.
- Large, small and paired discussions.
- Personal application and practice.

Content

- **Dimensions of diversity:**
 - A look at the breadth of diversity.
 - Experiential activity to explore the diversity in the room.
 - Discussion about organizational FIT, its upsides and limitations.
 - A 'Who's In' inventory to examine individual preferences and tendencies to associate with those who are like them in some way.
- **Expanding organizational capacity:**
 - Creating more go-to performance across the organization with 'learning loops'.

- **Bias and its impact:**

- An animated video that outlines the science behind unconscious bias, its impact, and how to overcome it.
- An introduction to the 'Inclusion Scale' to demonstrate the impact of reactions to difference on talent.
- 'INCLUDE' approach and insight tool to identify the actions leaders can take to be more intentionally and consistently inclusive.

- **Leading the effort:**

- Individual and team commitment to role model inclusion.
- Drafting and getting feedback on all individual's inclusion elevator speech.

- **Complementary programs:**

- **Managing inclusion** for all people managers across the organization to support the development of everyone on their team.
- **Conscious inclusion** for individual contributors to understand how bias can have an impact on all people and how each of us can enhance inclusion across the organization.

About Korn Ferry

Korn Ferry is a global organizational consulting firm. We help clients synchronize strategy and talent to drive superior performance. We work with organizations to design their structures, roles, and responsibilities. We help them hire the right people to bring their strategy to life. And we advise them on how to reward, develop, and motivate their people.